

EEO Public File Report					
Cox Media Group					
KOKI-TV, KMYT-TV, KRMG-FM, KRMG-AM, KWEN-FM, KJSR-FM, KRAV-FM Tulsa, Oklahoma					
EEO Public File Report Part 1					
Reporting Cycle: 02/01/2021 – 01/31/2022					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1201 (Media Consultant)	1/8/2021	3/29/2021	Indeed	1	1
			LinkedIn	1	0
1229 (News Producer)	1/19/2021	3/8/2021	LinkedIn	1	1
		6/21/2021	Cox Media Group	1	1
1231 (Multimedia Journalist)	1/19/2021	3/15/2021	Cox Media Group	9	1
1273 (Morning Show Co-Host)	2/2/2021	6/4/2021	Women in Radio	2	1
			Referral	10	0
			All Access	1	0
			Oklahoma Association of Broadcasters	1	0
1347 (Multimedia Journalist)	2/23/2021	4/26/2021	Indeed	1	1
1381 (Media Sales Consultant)	3/4/2021	10/4/2021	Referral	2	1
			Cox Media Group	3	0
			LinkedIn	1	0
1419 (Digital Content Lead)	3/15/2021	5/28/2021	Referral	1	1
			Cox Media Group	3	0
1421 (Sales Assistant)	3/16/2021	4/6/2021	Cox Media Group	1	1
1676 (Manager Integrated Sales)	5/4/2021	7/12/2021	Referral	1	1
			Internal	2	0
1760 (Digital Content Producer)	5/17/2021	8/23/2021	LinkedIn	2	2
		10/11/2021			
1780 (Photographer/Videographer Lmkt)	5/19/2021	7/19/2021	Indeed	1	1
1825 (Board Operator)	5/26/2021	7/19/2021	Referral	1	1
			Cox Media Group	7	0
1898 (Weekend Sports Anchor)	7/27/2021	8/30/2021	Referral	1	1
			Cox Media Group	8	0
			Talent Agent	7	0

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Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1903 (Multimedia Journalist)	7/28/2021	9/20/2021	Cox Media Group	1	1
			Indeed	1	0
2072 (Multimedia Journalist)	8/9/2021	11/22/2021	Cox Media Group	2	2
		1/3/2021			
2201 (Assignment Editor)	9/12/2021	10/18/2021	Cox Media Group	7	1
2203 (Broadcast TV Graphic Designer)	9/12/2021	10/25/2021	Cox Media Group	2	1
2204 (Photojournalist)	9/12/2021	10/17/2021	LinkedIn	1	1
		11/8/2021	Cox Media Group	1	1
2284 (Morning On-Air Co-Host)	9/19/2021	11/29/2021	Referral	8	2
		1/23/2022			
2296 (Broadcast Engineer)	9/23/2021	1/10/2022	Cox Media Group	3	1
2375 (Photographer/Videographer)	10/11/2021	11/8/2021	Cox Media Group	2	2
		11/15/2021			
2485 (Producer)	10/28/2021	11/29/2021	Cox Media Group	3	1
2553 (Broadcast Director)	11/8/2021	11/29/2021	Cox Media Group	1	1
2581 (Multimedia Journalist)	11/11/2021	12/6/2021	LinkedIn	1	1

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EEO Public File Report Part 2				
Reporting Cycle: 2/01/2021 – 01/31/2022				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	0
2	Indeed	Internet Posting	N	4
	Internet - www.indeed.com			
3	LinkedIn	Internet Posting	N	7
	Internet - www.linkedin.com			
4	Broadbean job distribution	CMG Recruiter	N	0
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	0
6	ZipRecruiter	Internet Posting	N	0
	Internet - www.ziprecruiter.com			
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	54
8	Referral	CMG Employees	N	24
Recruitment Sources Used for Specific Vacancies				
9	Women in Radio	Internet Posting	N	2
10	All Access	Internet Posting	N	1
11	Oklahoma Association of Broadcasters	Internet Posting	N	1
12	Outside Recruiter/Talent Agent	Talent Agent	N	7
13	Internal Applicants	CMG Employees	N	2

KOKI-TV, KMYT-TV; KRMG-FM, KRMG-AM, KWEN-FM, KJSR-FM, KRAV-FM
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022
LONGER – TERM RECRUITING INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	During 2021, the stations were not able to participate in the CMG Tulsa Internship Program due to the COVID-19 pandemic, as limited staff and authorized personnel could enter the facility.
Career Fairs	<ul style="list-style-type: none"> February 24, 2021 – OSU Stillwater Career Fair. Participation in the Oklahoma State University Career Fair in Stillwater, OK, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa General Administrative/ HR Assistant, Danielle Lisle and Director of News Operations, Ted Gonderman attended for duration. March 3rd, 2021 – NSU Spring 2020 Career Fair. Participation in Northeastern State University Career Fair in Tahlequah, OK to recruit qualified candidates and provide information on possible opportunities that are open within our organization. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle and Director of Branding and Programming, KRAV, Abby Jessen attended for duration. September 30th, 2021 – OSU Stillwater Virtual Career Fair. Participation in the virtual Oklahoma State University Career Fair in Stillwater, in which employers connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa General Administrative/ HR Assistant, Danielle Lisle and Director of Branding and Programming, KRAV, Abby Jessen attended for duration. October 7th, 2021 – OSU Tulsa Fall 2021 Career Fair. Participation in the Oklahoma State University Career Fair in Tulsa, OK branch, in which employers connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa Manager of Promotions, Joel Rorabaugh and Director of Branding and Programming, KRAV, Abby Jessen attended for duration.

Training	<ul style="list-style-type: none"> July 2020 through Ongoing – CMG Weekly Digital Virtual School. Each week the CMG Digital Team offers ongoing training to increase our sellers' digital acumen. The topics for this training vary each week and are balanced between introducing new cuttingedge digital solutions, as well as providing overall sales strategy training. These training sessions are offered to all members of our sales department and each attendee has opportunity to interact with the leaders of the session and ask questions openly. Each session includes a training deck that is covered by the speaker, and subsequently provided to each attendee by way of the CMG Sales Portal.
Participation in events or programs sponsored by Educational Institutions	<p>Due to the COVID-19 pandemic, many educational programs and/or institutions operated at reduced level of outsider activity or transitioned to virtual or no interaction all together.</p> <ul style="list-style-type: none"> April 16th, 2021 – CMG Tulsa Promotions Manager, Joel Rorabaugh, participated in a virtual interview with a student at the University of Tulsa as part of an assignment for her media studies course. As a result, the student was able to present a PowerPoint to her class about her interview, and the professor asked to use Joel as a resource for his classes in the future. Event duration was 1 hour with 1 student. March 30th – 2021 – The CMG Tulsa Diversity, Equity, and Inclusion committee, led by Director of News Operations, Ted Gonderman, hosted a virtual Q&A session with students and teachers from Langston University. The session was attended by roughly 20 students, and several employees spoke about their job duties within their department of our broadcast facility. The event was 1 hour with 20 students and their teachers.
Station Tours	<p>Tours are given regularly to school groups as well as any interested people in the community. However due to the ongoing COVID-19 pandemic, no station tours were offered after March 2020.</p>
Broad Outreach	<ul style="list-style-type: none"> Cox Media Group has agreement to post all external job openings through Circa, which posts on state and diversity internet job boards.
Participation in General Outreach Efforts	<ul style="list-style-type: none"> April 21st, 2021 – CMG Tulsa DE&I Committee Virtual Meeting. The CMG Tulsa Diversity, Equity, and Inclusion committee, led by Director of News Operations Ted Gonderman, held a virtual meeting to introduce the committee to some of the community members from the Hispanic American Foundation, Webster High School. Center for Individuals with Physical Challenges, Greenwood Chamber of Commerce, and Indian Capital Technology Center. The committee discussed job opportunities at CMG Tulsa and asked how CMG Tulsa could best shine a spotlight on each attendee.